Michigan Medicine
Classification Description
University of Michigan

Issued: 
Classification Code
# 112800

TITLE: FLIGHT NURSE SPECIALIST (COMPETENT LEVEL)
GRADE: RSAM

JOB SUMMARY
To provide treatment, stabilization and transport of acutely and/or chronically ill and/or injured patients across the lifespan to regional referral or trauma centers. The flight nurse collaborates with other health team members and associated resource persons to problem solve and provide continuity in patient care to maximize patient outcomes. It is therefore vital that Survival Flight nurses are committed to safe operations, premier customer service, expert clinical practice and leadership in education and that the prerequisites for entry are as equally robust (as outlined below).

CHARACTERISTIC DUTIES AND RESPONSIBILITIES
• Autonomously evaluate critically ill or injured patients of all age groups (neonatal through adult), and formulate an appropriate and reasonable management plan.
• Provide appropriate critical intervention, and efficiently prepare the patient for transport (via ground, helicopter, or airplane) from hospitals or accident scenes.
• Provide patient care within the clinical and operational guidelines established by Survival Flight and Michigan Medicine.
• Fluidly evaluate changes in the status of patients and demonstrate a proactive approach to solving patient and family problems.
• Maintain and process complete and accurate records.
• Participate in unit quality assurance programs, perform data collection and participate in research activities.
• Communicate effectively with outside institutions/agencies, including hospitals, EMS, police and fire departments.
• Maintain contact with patients, families, referring facility staff and public safety personnel during and after contact to provide continuous loop closure and information sharing.
• Participate in outreach education within, and outside of the confines of Michigan Medicine.
• Maintain clinical competence across all aspects of the Survival Flight scope of practice. This includes, but is not limited to cardiac assist devices, advanced ventilator management, including the implementation of inhaled nitric oxide (iNO), extracorporeal (ECMO) support, obstetric emergencies, trauma care, advanced airway management and management of multi-system organ failure.
• Perform all physical requirements of job in confined spaces and under adverse environmental conditions.
• Participate in recurrent education sessions, case review, surgical skills labs, unit competencies and maintenance of educational requirements for all licensures and certifications.
• Complete transport missions initiated within the timeframe of his/her shift, understanding that completion of these missions might require working beyond normal work hours.
• Obtain and maintain a passport for International transports.
• Demonstrate knowledge of, and adhere to safety procedures set forth by Survival Flight, Metro Aviation and the FAA including annual aviation safety and Air Medical Resource (AMRM) attendance.
• Actively participate in one or more departmental committees.
• Represent Survival Flight as a customer service ambassador for Michigan Medicine.
• Maintain a professional demeanor at all times.

SUPERVISION RECEIVED
Supervision is received from the Manager of Critical Care Transport, and the Clinical Nurse Supervisor. Clinical supervision is provided by Survival Flight Medical Directors. Off-site clinical supervision is provided by an attending critical care or emergency physician (or designee) in conjunction with the referring physician.
QUALIFICATIONS

REQUIRED

- Current licensure to practice Nursing and EMS (at the Paramedic level) in the State of Michigan.
- Minimum of 5 years current (within the last 5 years) staff nursing experience to include (but not limited to)
  - MINIMUM of ONE (1) year in each of the following patient care areas:
    - Emergency Department in at minimum, a Level II Trauma Center
    - Pediatric Emergency —OR- Critical Care (i.e., intensive care unit)
  - MINIMUM of TWO (2) years in Adult intensive care (ICU).
- Advanced nursing certification in Critical Care (CCRN). This may be in either Adult —OR- Pediatric Critical Care.
- Ability to demonstrate critical thinking skills and autonomous practice in the setting of hemodynamically unstable patients, critically ill pediatric patients, patients with airway or respiratory compromise, acute trauma and / or multi system organ failure.
- Demonstrated unit and clinical leadership abilities including charge nurse, rapid response team member, committee leadership with evidence of project development, and/or preceptor / field training officer (FTO) experience.
- Becomes expert and resource for use of standard unit technology, advanced technology, developer of patient education materials, or hospital/unit policy content author and expert.
- Demonstrated problem solving skills and independent decision making while working with patients, families and various members of the healthcare team (physicians, nurses, respiratory therapists, perfusionists, etc.) within and outside of the candidate’s normal work environment. This includes focused analysis of problems and solutions in order to meet outcomes and accommodation of unplanned events.
- Identified as role model in their unit as someone who establishes and promotes group norms which promote valuing of all health care team members, recognizes strengths in others and builds upon them, and leads the way for innovations/improvements in practice.
- Demonstrated outstanding interpersonal skills as evidenced by feedback from peers and supervisors.
- Current BLS, ACLS and PALS certification.
- Successful completion of the pre-hire process with a minimum of 80% score on the basic clinical competency exam, minimum average score of 4/5 on the oral interview, and successful demonstration of key identifiers in HPS performance with a minimum score of 80%.

RESUME REQUIRED (for both internal & external applicants):
You must attach a complete and accurate resume to be fully considered for this position.

PERSONAL ENDORSEMENT: This must be completed by a MINIMUM of two (2) individuals (ONE of whom is a nurse manager or clinical nurse supervisor) with direct knowledge of the candidate’s integrity, problem solving ability, leadership qualities and clinical acumen.

NOTE:
Required qualifications must be met by the candidate in order to be interviewed and considered for the position.

DESIRED

- Clinical experience as a Paramedic.
- Experience working with children in either a regional referral Pediatric Intensive Care Unit (PICU) or an Emergency Department specializing in the care of sick and injured children.
- CCRN and CFRN certification (both will be required within 2 years of hire into Survival Flight).
- Clinical experience with ECMO, cardiac assist devices, and advanced ventilation techniques.
- Critical Care transport experience (ground or air).
- Advanced Trauma / Burn Provider training courses completed (ATCN, ATLS, TPATC, ABLS)
- Neonatal Resuscitation (NRP) certification

Teaching experience and / or Instructor status in a healthcare related certification